

Ireland Gender Pay Report

2025

At Applied, our commitment to innovation begins with creating an environment in which our employees can do their best work. We value great talent and having employees with a broad mix of perspectives, skills and experiences. We therefore strive to provide fair and equal opportunity for career development and advancement to all our employees, and to build a connected and highly engaged culture where all of our employees feel they belong.

Applied is committed to compensating our employees fairly and consistently. To do so, we account for relevant factors, such as employee roles, organizational levels, experience, and geographic locations. We do not make pay decisions based on demographics. We monitor our compensation practices and provide information about Applied's pay fairness efforts in our Impact Report.

Starting in 2024, the Irish Gender Pay Gap Information Act ("Act") was expanded to cover all companies with 150 or more employees. The Act requires disclosure of specified data directly comparing the pay of men and women, as detailed on the next page, irrespective of individuals' roles in the company or any other relevant factors that we use to make pay decisions and assess pay parity.

Our Data

The following is the Company's required disclosure for 2025 in accordance with the Act. The Act requires disclosure of specified data directly comparing the pay of men and women as detailed below, irrespective of individuals' roles in the company or any other relevant factors that we use to make pay decisions and to assess pay fairness.

Hourly Remuneration Gap — All Employees		Proportion of Employees Receiving Bonuses		Pay Quartiles		
Mean	15.6%	Women	75%	Upper	Women	10%
Median	7.9%	Men	83.3%		Men	90%
				Upper Middle	Women	15%
					Men	85%
				Lower Middle	Women	13%
					Men	87%
				Lower	Women	22%
					Men	78%

Bonus Gap		Proportion of Employees Receiving Benefits in Kind	
Mean	30.6%	Women	95%
Median	7.9%	Men	84%

Specifically, the disclosure sets forth (i) the mean hourly remuneration and bonus pay and (ii) the median hourly remuneration and bonus pay, for men and women. The mean pay gap calculation shows the difference between the average rates of pay that men and women receive. The median pay gap calculation ranks pay from lowest to highest in each group and compares the middle rate of pay for men and women.

In calculating Hourly Remuneration Gap and Bonus Gap, pay of men is used as baseline and pay of women is shown as a percentage of that baseline. In calculating Hourly Remuneration Gap, Bonus Gap and Pay Quartiles, part-time and temporary employees are included in the analysis with no adjustment. We are unable to isolate the gap for part-time and temporary employees due to insufficient data and the need to protect employees' data privacy.

Our Results

As required under Ireland's Gender Pay Gap Information Act, we report the difference in average pay between men and women across our workforce, regardless of role or level. These figures reflect workforce composition - not unequal pay for equal work. In 2025, our mean hourly pay gap is 15.6%, and our median hourly pay gap is 7.9%. The mean bonus gap is 30.6%, and the median bonus gap is 7.9%.

These gaps are primarily driven by the distribution of men and women across our organization. Men are more represented in the highest pay quartile compared to the other three quartiles, primarily due to the senior and technical roles they hold. Because these roles carry higher compensation, this distribution contributes to our overall gender pay gap. This pattern reflects a broader industry challenge across the technology sector in Ireland.

How are we increasing our gender representation?

Applied Materials is committed to hiring the best qualified talent. One of the ways we do this is by proactively reaching into qualified, untapped talent pools and seizing opportunities in emerging markets. We recognize that cultivating a connected and inclusive culture is essential for attracting, developing, and retaining top talent, and for driving innovation and business success.

We continue to actively engage in employee development, recruitment, and employer branding efforts to attract and retain talent, including women. Our compensation approach is grounded in fair and consistent practices, and we regularly monitor our progress to ensure transparency and accountability. Applied Materials in Europe supports initiatives that encourage women to pursue careers in STEM. In Ireland, we are proud to participate in the upcoming 'Green Light for Girls' initiative, launching in early 2026, which aims to promote STEM education in early schooling and inspire the next generation of female innovators.